



BRIAN SANDOVAL
Governor

STATE OF NEVADA OFFICE OF THE MILITARY
OFFICE OF THE ADJUTANT GENERAL
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William R. Burks
*Brigadier General
The Adjutant General*

NVMD-AG

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MEMORANDUM FOR ALL MEMBERS AND EMPLOYEES OF THE NEVADA
NATIONAL GUARD

SUBJECT: Policy Regarding Sexual Harassment

1. SEXUAL HARASSMENT IS WRONG AND WILL NOT BE TOLERATED!
2. Commitment from all members and employees of the Nevada National Guard is required to maintain a work environment that is free of sexual harassment. Our organizations are built on a framework of trust and the belief that every member is a valued asset. Sexual harassment destroys personal trust and impedes our ability to successfully complete our assigned missions.
3. I want all members and employees to be trained to recognize, prevent and rectify sexual harassment. Sexual harassment may be punishable under applicable civil and military law. Ignorance of the law is not an excuse for illegal behavior.
4. Persons who feel they are being sexually harassed should seek resolution through their chain-of-command starting at the lowest level possible. Equal Opportunity Leaders, Military Equal Opportunity staff and EEO Counselors are available to assist in resolving sexual harassment issues. Commanders, Directors, Managers and Supervisors will ensure members and employees who believe they are being subjected to sexual harassment are not subject to reprisal in any form and will put a stop to the offending behavior.
5. POC for this policy is Alicia Nyland, the State Equal Employment Manager, (775) 384-5845 or DSN 530-5845.

WILLIAM R. BURKS
Brigadier General
The Adjutant General